

POLICY STATEMENT ON SEXUAL HARASSMENT

1. The New Hampshire National Guard prides itself as an organization that values each member by utilizing their talents, developing their potential and honoring their achievements. Our strength is our people, and as citizen-soldiers it is our responsibility to foster and uphold an environment of dignity and respect. Sexual harassment is a direct violation of those principals. It diminishes our effectiveness and can create an atmosphere of fear, intimidation and hostility.
2. Every member is responsible for a work environment that promotes dignity and respect. Every level of command will conduct a fair investigation into any allegation of sexual harassment according to law and regulation. We will ensure member's rights are being protected, and we will take appropriate action against anyone found liable for such conduct. This may include suspension, demotion or discharge.
3. Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. It involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when accepting or rejecting the advance threatens a person's job, pay or career advancement.
4. Any member of the New Hampshire National Guard who uses or condones implicit or explicit behavior to control, influences or affect the employment of a fellow member of the New Hampshire National Guard or a civilian employee is engaging in sexual harassment.
5. It can occur in a variety of situations but is not limited to the following:
 - The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
 - The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
 - The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
 - Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
 - The harasser's conduct must be unwelcome.
6. We encourage anyone who believes they are the victim of sexual harassment or who has knowledge of sexual harassment within their workplace to report it immediately through their chain of command, or contact the State Equal Employment Manager, 1LT Mary Bergner, State Military Reservation, 4 Pembroke Road, Concord, NH 03301. DSN 684-9329. Commercial (603) 225-1329.

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7. The success of the New Hampshire National Guard depends on our ability to work together as a cohesive team. Our most important resource is each other. Our cornerstones are respect and dignity.

//Signed//
JOHN E. BLAIR
Major General, NHNG
The Adjutant General

*This Sexual Harassment Policy Statement supersedes Sexual Harassment Memorandum dated 30 January 2000.

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30 July 2001

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Major General, NHNG
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